

# HRC NEWS & VIEWS

YOUR COMMUNICATION SOURCE

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## CONGRATULATIONS TO .....



Shane Curfman, Youth Security Supervisor, received the recognition of

Employee of the Quarter, July, August, and September.

Shane was nominated by his co-worker with the following remarks, "I would like to nominate Shane Curfman for Employee of the Quarter. Shane has really stepped it up in taking care of business on the unit. Shane excels in keeping the unit safe and secure. He also connects very well with the youth he works with. Shane is always willing to help out in stressful situations and

does not hesitate taking on additional tasks both on and off the unit. Shane recently was certified as a First Aid/CPR instructor and has volunteered for many other things on the unit. Shane truly exemplifies what a good supervisor should look like, and I believe he is well deserving of this award."

Congratulations on this recognition, Shane, and thank you for your contributions.

## WELL WISHES TO OUR RETIREES



Congratulations to Jean Luther, Safety Officer/School Liaison/Lab Director/Food Service Manager, and Jerry Dierfeldt, Stationary Engineer III, on their recent retirements. Jean and Jerry have a combined total of 61 years of service to the State of Nebraska. We wish them both the best.



### July is . . . . .

Dog Days Month (7/3 to 8/11)

Air Conditioning Appreciation Month

National Make a Difference to Children Month

National Hot Dog Month

National Grilling Month

Cell Phone Courtesy Month

National Ice Cream Month

Second Half of the Year Day 7/1

**Independence Day 7/4**

Fried Chicken Day 7/6

Chocolate Day 7/7

Global Forgiveness Day 7/7

SCUD Day (Savor the Comic, Unplug the Drama) 7/8

Grunted Workers Day 7/13

National Ice Cream Day 7/17

National Junk Food Day 7/21

Gorgeous Grandma Day 7/23

Hot Enough for You Day 7/23

Parents' Day 7/24

Cheese Cake Day 7/30

## PAST FUTURE BY MARJ COLBURN



Last month I dedicated my article to Jean Luther, long term employee and good friend who retired from state service. This month I would like to focus on moving forward, and how we are managing changes in the program.

Sheri Dawson was on campus June 16<sup>th</sup> to meet and greet staff and Leadership. She talked about her vision for the program, and some of the ideas she has moving behavioral health forward as a system.

Sheri shared the discussion occurring in Lincoln regarding the renovations to Building #3. At the present time, the project is being reviewed for feasibility. The question has arisen, why put so much money into an old building with the potential for continued problems as we move forward instead of using the funds to develop a new building that better meets the needs of the youth and the staff? There has been discussion of using a plan similar to Bridges or the Veterans' Home plan that has individual "cottages" or "homes" for the youth to live in. We realize there would have to be additional space for things like school, recreation, therapy rooms, meeting rooms and whatnot. The good news is we have enough experience in working with the architectural firm to have a really good idea of what we want, and how we want it laid out.

The air conditioner in the Kitchen is starting to have hiccups with running the way it is supposed to run. There has been serious discussion about going ahead and moving the Kitchen over to Building #3 now. Grant is working with the Fire Marshall about getting the hood over

the fryer that will allow them to continue to fry as needed, but most of the rest of their products could be cooked with standard equipment. We can continue to maintain the space in the Kitchen for excess storage, but if we came up with a good enough plan, we might just be able to make it all work in Building #3. Stay tuned.

With recent retirements and resignations we have had the opportunity to look at reshuffling things around, and making the best use of our resources. The positions held by Kay Hoshaw and Charlene Gentert have been rolled together to create an additional LADC position. This will give us one more person on campus to work with the youth on substance use issues, manage groups and programs, and continue to meet with the youth 1:1. We have had some applicants for both Jonathan's vacant position and the new position, and we are moving forward with interviews to get someone in place as soon as possible.

We have not fared as well with the vacant therapist position. In spite of five rounds of interviews and the selection of a top candidate in each round, we haven't found the person who wants to work with the youth, and take on the challenges that they can present. We have tried some new avenues to recruit, and we will keep charging ahead, knowing the right fit for our team is out there. I really appreciate all of the extra energy and effort our therapist team is making to make sure all of the youth have their therapy needs met in spite of the vacancy.

We all know Jean wore many hats

while working at HRC. When she decided to retire, we needed to come up with a plan for making sure all of the bases held down by Jean were covered. Our first step was to post the Safety Officer position. Grant applied, was interviewed and accepted the position. In conversations with Grant, he felt that combining the Compliance Specialist position into the Safety Officer position was doable – in fact he had been working alongside Jean for quite some time, attending training and assisting with disaster drills, helping with visits from the Fire Marshall, and addressing Environment of Care concerns. We have decided not to post the position for Compliance Specialist, another cost-savings for us.

With the loss of two housekeepers, Mary Ann had the opportunity to increase the number of staff she could successfully supervise. Mary Ann agreed to take over as the Kitchen Manager, which according to Jean, did not require full-time attention. Mary Ann has added this responsibility to her current job duties. She has attended trainings to make sure she has all the credentials she needs to manage in this position. She has even attended her first Food Fair! If we are able to relocate the Kitchen into Building #3, Mary Ann's work would be easier by having both Housekeeping and the Kitchen in the same vicinity of Building #3. Lisa Sedlak will continue to be the Dietitian for the program.

The nurses have agreed to be responsible for blood draws if needed for the youth. Dr. Zoucha will be managing the Lab contract with

*(Continued on page 3)*

## ← PAST FUTURE → CONTINUED BY MARJ COLBURN

*(Continued from page 2)*

Mary Lanning, as he has the best understanding of what he wants and needs to have in place for our special population. Mary Lanning staff will continue to come to HRC to pick up specimens for testing.

Having said all this, we will be checking in with these individuals as we move forward, making sure that we are meeting requirements

and that they are able to manage the workload. There are some of Jean's hats we still need to figure out – who will have the loudest laugh in the building, who will hide eggs for the annual Easter Egg Hunt, and who will fill her shoes in coordinating Charitable Giving events. Knowing the members of our HJCDP Team, we will have people step up and offer their assistance on these projects. We have a really great team that pulls together

in the best, and in the worst of times. I'm confident in our staff's ability to work together and make the program the best it can be.

Thanks to all of you for your expertise and commitment to the program, and the youth we serve.

**TEAM  
AWESOME**

## NEW EMPLOYEES



HJCDP welcomes Chelsea Westmoreland, Youth Security Specialist I, and Kelsey Crooks, Youth Security Specialist II.

Please lend them a hand or point them in the right direction while they learn the processes.

Welcome, Chelsea and Kelsey!



## YOU'RE A WINNER

- Thanks, Gary, for working with the contractor and insurance company to fix the damaged retaining wall out front. Looks really nice.
- Thanks to everyone who worked so hard to make the youth's out of school time so much fun for them.
- Thanks for the delicious snacks in PVC that satisfy our hunger throughout the day. The Trail Mix was awesome!

## NEWS FROM HUMAN RESOURCES BY RANDY COIL

Please carefully review your July 6, 2016 pay stub. The open enrollment changes you selected in May 2016 will begin on the 7-6-16 pay stub. If you notice a discrepancy in the open enrollment you completed and your pay stub, please contact

me for assistance.

Please know the majority of state employees will be receiving a 2.4% increase in pay on July 1, 2016. Please review your paystub on 7-20-16 to verify that increase.

I can be contacted at ext. 3247 or by email at [randall.coil@nebraska.gov](mailto:randall.coil@nebraska.gov) if you have any questions.

## COMPASSION FIRST SYSTEM, INC

BY NIKKI WINCE, MANDT FACULTY SUPERVISOR, THE MANDT

I'm actually writing this blog on the heels of three really tragic events in the Orlando, FL area. First was the shooting death of The Voice alum, Christina Grimmie; the mass shooting at Orlando nightclub Pulse; and, the alligator attack at a Walt Disney World Resort that left a 2-year old boy dead.

Trauma much?

I am left sitting here with my mouth kind of slacked open from the unimaginable grief, shock, and horror with which the loved ones are grappling. Mark Grimmie tackled the man who had just shot and killed his sister. Isaiah Henderson watched as his mother stepped in to take the bullets from a raised gun aimed directly at him. Matt and Melissa Graves tried desperately to free their baby from the mouth of an alligator as it dragged him deeper and deeper into the murky water.

The thing that keeps coming to my mind is a snippet of the video we feature in Chapter 4 – Healing Neen – when Tonier Cain is talking about her own children and that they are somewhere out in the world, but she knows nothing about them (her children had been removed from her care due to her inability to provide for them), Tonier asks, “how do you heal from that?” and Tonier’s therapist stated, “you do.” You do.

I remember being in a situation that probably many of you have also faced. The death of a loved one. And I really did wonder how I would go on. But you know what? I did.

I did because of all the other relationships I have in my life. My support system. All those people who had my back. The people who gave me space when I needed it or were there to spend some face to face

time with me if that’s what I needed. No judgment. No blaming. No “get yourself together” pep talks. Just giving me whatever it was I needed at that moment.

Instead of getting into Facebook spats about gun control or asking questions like, “where were the parents?” from the safety of your computer, how about we try something different. Let’s give people the space to grieve. Let’s show some compassion. Let’s ask how we can help instead of telling others how things should have been done. Let’s get back to the practice of being human beings and away from the practice of being judges. Let’s be kind and gentle to each other.



HRC FOLLOWS THE PRINCIPLES OF THE MANDT SYSTEM. WE APPRECIATE OUR MANDT INSTRUCTORS WHO TEACH THESE SKILLS.

THANK YOU, JAMES SCHULTE, HEATHER SIDDER, AND GRANT JOHNSON!

WE LOOK FORWARD TO EXPANDING OUR INSTRUCTORS IN SEPTEMBER TO INCLUDE BRETT HOPKINS, DREW SCOTT AND AMY BREZINSKI.

## THE 4 MONSTER REGRETS (AND HOW TO AVOID THEM)

BY JOE TYE, CEO, VALUES COACH, INC.

No one on their deathbed says that they wish they had watched more TV or spent more time sitting in front of a slot machine.

No one on their deathbed says that they wish they had spent more money shopping for things that they didn't need.

Nope, everyone regrets the same four things—these 4 monster regrets.

### Regret #1: Relationships

I wish I'd spent more time with family and friends.

### Regret #2: Experiences

I wish I'd traveled more, written my book, started my own business, gone to graduate school, done more to experience my life.

### Regret #3: Finances

I wish I'd spent less, save more prudently, and invested more wisely.

### Regret #4: Health

If I'd known that I was going to live this long I would have taken better care of myself.

Next month, we will share 4 practical ideas that you can immediately implement—no matter your current age or condition—to help you avoid (or at least minimize) these 4 monster regrets.

## NEWS FROM HOUSEKEEPING AND NUTRITION SERVICES

BY MARY ANN KOCH

Housekeeping has been taking advantage of the school break by doing thorough cleaning in the school. The furniture has been all washed, dusted down the cob webs, cleaned out the heating units, and spot cleaned the carpet. The halls and library were scrubbed and polished as well, so now it's ready for the next session.

We were also able to scrub and wax the PVC classroom after Steve

F. finished the new paint job. We want to thank Steve B., Dean and the youth for all their help moving the furniture. Stop in and take a look, it looks really nice.

Housekeeping is no longer working the afternoon shift since Korena retired. There simply aren't enough of us to do it any more. I will be carrying the Housekeeping cell phone till 8:30 pm, Monday

through Friday if something does come up.

If you haven't already heard, I will now be supervising Nutrition Services as well as Housekeeping. Jean has overloaded my mind with menus, recipes, equipment, schedules, etc. I've learned a lot so far, but there is so much more to learn. I'm looking forward to the challenge and believe we can make this transition a win for our program's future.

## MAINTENANCE NEWS

BY CHERI DELAY & GARY PEISIGER

With all the rain we had earlier in the spring, the grass was out of control. Now that it has gotten hot and dryer, the grass has slowed down but . . . the weeds keep going strong. Several major repairs to the water well, the air conditioning unit in the kitchen and the sewer lift

station have kept us busy. Changing wells, water samples, pumping out the sewer pump pit, and learning the power plant takeover when Jerry retires in July have been keeping me off the mower. We look forward to these things getting back to normal and being able to

keep up with the usual summer maintenance tasks. Speaking of Jerry – we wish him all the best in his retirement and thank him for his years of service at the Hastings Regional Center. He will be missed.



## A FLAW IN THE SYSTEM BY RON CULBERSON, MSW, CSP, CPAE

*The Big Chill* was released the same year I graduated from college. While \$53 million at the box office may seem low according to today's standards, the movie was a huge hit because of the talented cast and the fantastic 1960's soundtrack.

The plot focuses on a group of Baby Boomers who get together 15 years after college to attend the funeral of one of their classmates. The characters spend their time rekindling relationships, confronting personal truths, and trying to manage the issues they still have with one another. The movie is fictional but reflects the realities of life.

Last Saturday, I had a *Big Chill* experience. I was standing in the foyer of a Lutheran church in Richmond, Virginia surrounded by a group of guys who were teammates in my pick-up basketball games and drinking buddies in our Thursday night quarters competitions while we were students at the University of Virginia. We were in the Lutheran church attending the funeral of our friend and roommate Todd Phillips. Todd was tragically killed in a car accident the previous week.

As in *The Big Chill*, we reestablished our relationships, talked about the good old days, and remembered Todd. In particular, we remembered how he loved basketball. Had we not been in suits, I'm sure a basketball game would have broken out. But, since we are all now in our mid fifties, the suit excuse prevented injury from a likely case of old-men-trying-to-be-young-men syndrome.

As we reconnected, asked each other about career paths, and reminded ourselves of the most embarrassing thing that each of us had done in college, the conversation eventually came back to Todd. And

the one comment that came up most about Todd was, "I never knew he had such an impact on so many people."

Here's the odd thing about funerals. We often learn more about the deceased than we knew when they were alive. The problem is, it's too late. Why don't we know more about each other before that? And why do we often feel regret because we never told someone how we felt about him or her?

It's a flaw in the system.

You see, I saw Todd several times a year at UVA basketball games. I knew that he taught an AP class in high school. I knew that he kept in touch with his students after they graduated. I figured he was pretty good at what he did. I did not know, however, that he had developed a state-of-the-art center for medical sciences at his school. I did not know that he had a huge impact on almost every student he touched. But after attending three different memorial services, I discovered that he was both an extraordinary teacher, a supportive father and spouse, and an amazing human being. I wish I'd known that before he died.

The reason I didn't know more about Todd is that I had planned to get that information at a later time. Yep. I expected to grow old with Todd and then once we retired, we (Todd, our wives, and I) would hang out at UVA sporting events, go to dinner, and talk about our lives in more detail. I figured we had many years to get to know each other better.

It's a flaw in the system. We always think we have more time.

A few years ago, five different friends of mine died over a short period of time. They were all members of my church, and suffered from a variety of different illnesses. Whenever each person's name would show up on the prayer list, I'd say, "I need to go see him" or "I really should call her."

But I didn't.

And they all died before I talked to them, even though my intentions were good.

It's a flaw in the system.

Good intentions don't really work after someone dies. And even though it is said that "it's the thought that counts," if a person never knew what you thought about them, then the thought really *didn't* count. As the great philosopher, Yoda, once said, "Do or do not. There is no try."

There has been a flaw in my system for years. So I did something about it.

Last year, I embarked on a special project. I made a list of my closest friends and colleagues and committed to write each of them a note to let them know how I felt about them. That way, if they died, or we lost touch, the thought *would* count. I know it sounds morbid but it was my way of connecting with people while they are still on the planet.

I printed about 100 cards with a picture of a piece of toast on the front. Inside it had the following:



## A FLAW IN THE SYSTEM CONTINUED BY RON CULBERSON, MSW, CSP,

*"A Toast To You!"*

*The older I get, the more I discover that I have not taken time to tell people how much they mean to me. So, that's the purpose of this card. Consider yourself told!*

I then wrote a personal note to each person. It was a nice way to connect. But I was not prepared for the responses I got. One man said it was the nicest note he had ever received. One woman said it made

her cry. One friend called to make sure I didn't have a terminal illness because he figured the only explanation for a card like this was that I was really sick. Now that was *funny*.

I'm grateful that I had sent one of these cards to Todd last year, before he died. Sometimes, we get a chance to fix a flaw in our system.

As I stood in the foyer of the Lutheran church on Saturday, I grieved the loss of my friend. I also grieved

the many years that had passed since I played basketball and drank beer with the other guys at the funeral. And I grieved that we had not maintained our relationships.

The lack of connecting is definitely a flaw in our system. But, with a little bit of effort, we can address the flaw. And if we do, we can really make a difference in our own life and in the lives of others—before it's too late.

## MY VOICE FOR STAFF

I wanted to thank all the staff here. You guys really helped me push myself and get motivated. And out of all the programs I've been to, this one helped the most. I respect you guys to the fullest. I really am going to miss this place, and you guys, yes, even you Bryce. I learned a lot about myself and was able to control my anger to a certain point. Which is still a work in progress. It has gotten better though, that's for sure. I'm not sure if I'm ready to be out on my own yet, but I'm for sure going to try. I want to give a big thanks to my therapist Taylor. She helped me a lot and pushed me. At first, I thought she was boring, but that changed, ha ha. And the worlds nicest doctors award goes to Dr. Zoucha and Dr. Buchta, you guys are special to me, and will always have a place in my heart.

Love you guys.

Ryan L.

My Voice submitted 7-7-16




5K **COLOR**  
 RUN/WALK  
 COMING TO HRC  
 IN  
 AUGUST  
 WATCH FOR  
 MORE INFO  
 TO BE SHARED

# OUT OF SCHOOL FUN



Staff and youth got to partake in the National Guard Fitness Challenge.



Kelsey is ready for the ball.



Jane cheers on the youth from the sidelines.



Bryce prepares to deliver the pitch.



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AA/EOE/ADA

**FOR SALE**

**Whirlpool Front End Loading  
Dryer.** Works great! \$45 or  
best offer. Contact Randy, ext.  
3247 if interested.

**GARAGE  
SALE**



**Garage sale,** Friday, July 15, 12 –  
5 and Saturday, July 16, 8 – 2 at  
3110 Fisherman Lane (behind  
Big G). Hope to get rid of a lot!

## MULTICULTURAL FAIR A SUCCESS

The Multicultural Fair held on June 28th was a great success thanks to the organization led by James Schulte! The variety of cultural foods and information shared were tasty and interesting.

Thank you to all the staff who participated and made this learning experience fun!

